

**ARTICLE XIII-A - MINIMUM SALARY FORMULA**

	<u>Effective Date</u>	<u>Base</u>	<u>Rank</u>		<u>Terminal Degree</u>	<u>Experience</u>
1.	3/1/05	\$34,618	\$17,428	Professor	\$2,457	\$433: Internal and External for both Faculty and Librarians
			\$17,428	Senior Librarian		
			\$11,459	Associate Professor		
			\$11,459	Librarian		
			\$5,614	Assistant Professor		
			\$5,614	Associate Librarian		
			\$0	Instructor		
			\$0	Assistant Librarian		\$125: Other appropriate Professional Experience
			\$0	Library Associate		
2.	7/1/05	\$36,069	\$18,260	Professor	\$2,531	\$446: Internal and External Experience for both Faculty and Librarians
			\$18,260	Senior Librarian		
			\$12,009	Associate Professor		
			\$12,009	Librarian		
			\$5,885	Assistant Professor		
			\$5,885	Associate Librarian		
			\$0	Instructor		
			\$0	Assistant Librarian		\$129: Other appropriate Professional Experience
			\$0	Library Associate		
			\$0	Library Assistant		
3.	7/1/06	\$37,563	\$19,117	Professor	\$2,607	\$459: Internal and External Experience for both Faculty and Librarians
			\$19,117	Senior Librarian		
			\$12,575	Associate Professor		
			\$12,575	Librarian		
			\$6,165	Assistant Professor		
			\$6,165	Associate Librarian		
			\$0	Instructor		
			\$0	Assistant Librarian		\$133: Other appropriate Professional Experience
			\$0	Library Associate		
			\$0	Library Assistant		

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### A. TERMINAL DEGREE DEFINITIONS

As defined in the Agreement, Article I, §D.

### B. EXPERIENCE EXPLANATIONS

1. For Faculty Internal and External Experience: For each year while holding a full-time appointment as an instructor/assistant professor/associate professor/full professor at a 4-year Massachusetts State College or other accredited 2-year or 4-year college or university or (in the case of faculty holding appointments in departments of nursing) at an accredited school of nursing.
2. For Librarians Internal and External Experience: For each year while holding a full-time appointment as a professional librarian at a 4-year Massachusetts State College or other accredited 2-year or 4-year college or university.
3. For All Faculty Appointed Prior To The Academic Year Commencing September, 1970: For each year while holding a full-time appointment in grades K through 12 as a classroom teacher (including special education experience as a classroom or learning resource center teacher, but excluding any period of employment as a guidance counselor) at an accredited public or private school prior to the date of initial hire at a Massachusetts State College.
4. K through 12 Exceptions: For faculty in education departments or education certification programs, for each year while holding a full-time appointment in grades K through 12 as a classroom teacher (including special education experience as a classroom or learning resource center teacher, but excluding any period of employment as a guidance counselor) at an accredited public or private school prior to the date of initial hire at a Massachusetts State College regardless of the date of hire.
5. Other Appropriate Professional Experience: For each year of other appropriate full-time professional experience which falls within one or more of the following categories:
  - a. Business Administration
  - b. Social Services or Rehabilitative Services including physical therapy
  - c. Engineering
  - d. Maritime (Maritime Service or the Navy)
  - e. Professional and Industrial Arts

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- f. Communication Disorders
- g. Library
- h. Nursing/Licensed Medical Technician/Dietician
- i. Computer Science
- j. Aviation Science (Licensed pilot or pilot in the Armed Forces)
- k. Journalism/Media/Public Relations
- l. Biological, Physical, or Social Science Research in a recognized professional research facility or laboratory

### C. MISCELLANEOUS

- 1. For the purpose of granting credit, the items in Section B are subject to verification.
- 2. The Salary Data Forms (Appendices O-1 and O-2) shall be used for the purposes of this Minimum Salary Formula.
- 3. Except as otherwise provided in Article XIII, Section H, the provisions of this Article XIII-A shall be of no application to any person appointed to a part-time position in the bargaining unit.